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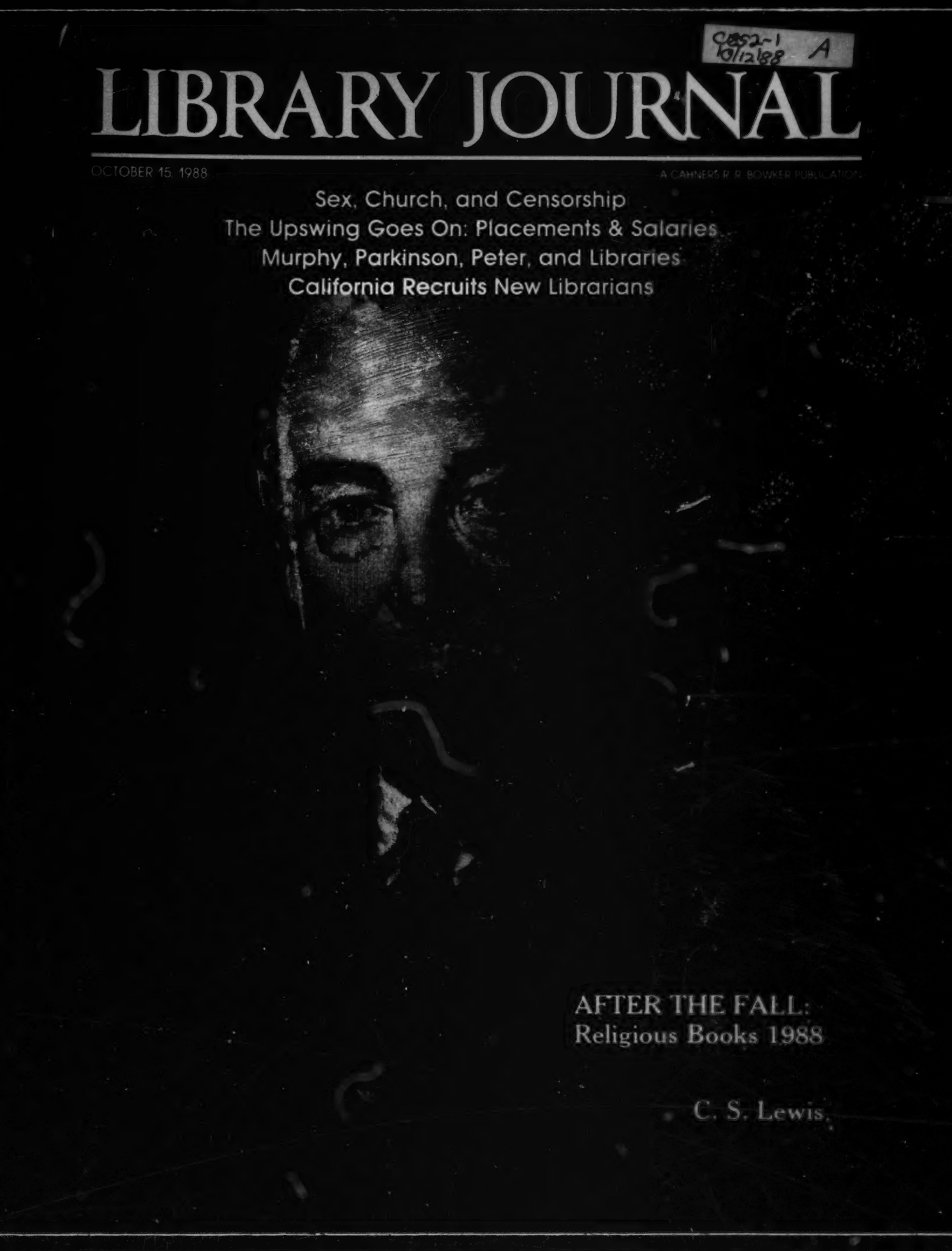
LIBRARY JOURNAL

OCTOBER 15, 1988

A CAHNERS R. R. BOWKER PUBLICATION

Sex, Church, and Censorship
The Upswing Goes On: Placements & Salaries
Murphy, Parkinson, Peter, and Libraries
California Recruits New Librarians



AFTER THE FALL:
Religious Books 1988

C. S. Lewis

VOL. 113 No. 17

LIBRARY JOURNAL

October 15, 1988

ISSN 0363-0277

Author C.S. Lewis is well represented in William Griffin's religious books feature, "After the Fall: Religious Books 1988," page 23. The painting is by artist David Grove of San Francisco

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LIBRARY JOURNAL is published by Bowker Magazine Group, Cahners Magazine Division, Terrence M. McDermott, President; Jerry D. Neth, Vice President/Publishing Operations; J. J. Walsh, Financial Vice President/Magazine Division; Thomas J. Dellamaria, Vice President/Production & Manufacturing. Bowker Magazine Group is also an affiliate of R. R. Bowker Co., Gordon Graham, Chairman of the Board; Ira Siegel, President. Copyright © 1988 by Reed Publishing, USA; Saul Goldweitz, Chairman; Ronald G. Segel, President/CEO; Robert L. Krakoff, Executive Vice President; William M. Platt, Sr. Vice President. Direct editorial and advertising correspondence to 249 West 17th Street, New York, NY 10011. Telephone: 212-463-6819. Subscription inquiries and changes of address should be directed to Library Journal, PO Box 1977, Marion, OH 43305-1977. Telephone: 1-800-669-1002 (in continental U.S. only). In Alaska, Hawaii, Canada and all other countries, telephone 614-382-3322. Issued 20 times a year, twice a month, February through June and September through November, and once a month in January, July, August, and December. Second class postage paid at New York, N.Y., and additional mailing offices. Cahners Publishing Company, A Division of Reed Publishing USA ☐ Specialized Business Magazines for Building & Construction, Manufacturing, Foodservice & Lodging, Electronics & Computers, Interior Design, Printing, Publishing, Industrial Research & Technology, Health Care, and Entertainment. ☐ Specialized Consumer Magazines: *American Baby* and *Modern Bride*.

LIBRARY JOURNAL is indexed in *Educational Index, Library Literature, Library & Information Science Abstracts*, and *Magazine Index*. SUBSCRIPTIONS: USA: 1 year $69; 2 years, $117; 3 years, $165. Canada: 1 year $94, 2 years $160, 3 years $225. All other countries (air delivery): 1 year $125, 2 years $212, 3 years $300. (Remit in US funds only.) Single copy, $5.00. Spring & Fall Announcement Issues, $6.95. POSTMASTER: Please send address changes to *Library Journal*, P.O. Box 1977, Marion, OH 43305-1977.

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Some North Carolinians tell their true views about censorship and sex

Censorship, Church, and Sex

By Ray L. Carpenter

"THE LOCAL LIBRARY should not remove books from its shelves just because they criticize churches and religion. Which position would you say is closest to your own: Strongly Agree, Agree, Disagree, Strongly Disagree?" In spring 1987, this question was asked of a statewide random sample of 497 adults in North Carolina, along with other questions about civil liberties issues, most of them about sex.[1]

Seventy percent of the respondents replied "favorably" to the above question—they said the library should *not* remove books critical of churches and religion (17 percent "strongly agreed," 53 percent "agreed"). How, we asked, do these people differ from those who say that the library should remove such books? These differences can be categorized in terms of various attitudes and actions focused on civil liberty issues and on some aspects of information about sex, drugs, and alcohol. Our analysis is quite simple: sort out the people who are "pro" library in that they agree that books critical of churches and religion shouldn't be removed, and compare them with people who disagreed, who in effect support censorship of such materials.

69 percent of censors consider themselves to be "born again"

The former group is depicted in the column labeled "Defenders (DEF)," the latter in the column "Censors (CENS)."

	DEF	CENS
How often do you attend religious services?		
Once or more a week	40%	53%
Once a month or more	41	2
Once a year or never	19	15
Would you say you have been "born again"?		
Yes	54	69
When it comes to politics, how do you think of yourself?		
Liberal	19	13
Conservative	31	28
Moderate	40	38
Other	10	21

The defenders of the library against removal of books critical of religion and churches are less likely to attend religious services than those who would act as censors, and they are comprised of fewer "born again" Christians. They also consider themselves more liberal, politically. However, the differences are mitigated by the norms for both groups—most attend religious services once or more a month and half of both groups are "born again."

	DEF	CENS
Did you know of a new state law regarding distribution of obscene materials?		
Yes	67%	49%
Are your community standards for the sale of sexual material too strict, about right, not strict enough?		
Too strict	16	14
Not strict enough	23	42
About right	61	44
Any adult who wants to have pornographic materials should be allowed to.		
Strongly agree and agree	80%	55%

Ray L. Carpenter is a Professor, School of Library and Information Studies and Member, Institute for Research in Social Science, University of North Carolina at Chapel Hill.[2]

	DEF	CENS
Pornographic materials should be protected by freedom of speech and freedom of press.		
Strongly agree and agree	58%	46%

As a group, library defenders are better informed than censors about the state obscenity law; are far more permissive about adult use of pornography; and are stronger supporters of freedom of speech and press where pornography is concerned. Nearly double the proportion of censors over defenders feel that local standards aren't strict enough.

	DEF	CENS
Do you feel that public schools should or should not include sex education in their program?		
Should	93%	82%
Considering the high pregnancy rate among unwed school-age females, contraceptive information and products should be made available in schools.		
Strongly agree and agree	64	49
Information about preventing the spread of AIDS should be included in school health classes.		
Strongly agree and agree	98	97

Both groups strongly support public school education about sex and about AIDS. They disagree more about the distribution of contraceptive information and products. Below we can see that the magnitude of differences is considerably greater when asked about "graphic" materials.

	DEF	CENS
Are these materials obscene: Materials depicting nude men and women?		
Yes	43%	71%
Materials depicting sexual activities between a man and a woman?		
Yes	57	75
Materials depicting sexual activities between people of the same sex?		
Yes	82	91

Depicting sexual activity that is not identified in the context of "education" seems far more likely to be viewed as obscene by the censor group, but is also obscene to a large proportion of the defenders, especially where homosexual activity is depicted.

80 percent of defenders agree that any adult who wants to have pornographic materials should be allowed to

	DEF	CENS
In the past year have you seen an X-rated movie?		
Yes	23%	24%
In the past year have you read a magazine you considered pornographic?		
Yes	29	19
Pornography can improve the sex lives of people who view it.		
Strongly agree and agree	23	19
Violent pornograhy violates women's civil rights.		
Strongly agree and agree	68	64
Violent pornography may lead people who view it to commit rape.		
Strongly agree and agree	74	86

About a fourth of all respondents have seen an X-rated movie and nearly 30 percent of the defenders group has read a pornographic magazine in the past year. About the same proportions feel that pornography can improve one's sex life. However, two-thirds of both groups also see *violent* pornography as a violation of women's civil rights. Nearly everyone sees pornography as possibly leading users to commit rape.

The civil liberty aspect of this study is augmented by the response to a couple of quite different questions.

	DEF	CENS
Do you agree or disagree that some form of drug testing should be required for all health care professionals?		
Agree	77%	91%
A group of Nazis has the right to stage a rally in my community.		
Strongly agree and agree	36%	13%

The general pattern of differences between the two groups is further shown in responses to these two questions. Censors are more inclined than defenders to require drug testing of health care personnel but even most defenders favor this action. Defenders are substantially more favorable than censors toward permitting a Nazi rally, but only a third support this right.

What it all means

Community support against public library censorship may be related to several demographic and attitudinal factors. The majority of people who agree that the public library should not have to remove books criticizing churches and religion are church-going, political moderates or conservatives, although less inclined to the fundamentalism of the "born again" than those who would favor removal of such books.

The defenders of books critical of church and religion are more likely than the censors to support freedom of access to obscene or pornographic materials and to support instruction in contraceptive methods. Defenders are less likely to view heterosexual graphic materials as obscene but are very like the censors in viewing violent pornography as a violation of civil rights.

The profile of defenders against censorship is of a middle class, well-educated, and *generally* tolerant majority. It may mean that allies of the public library are more often found than not, the frequency of censorship attempts notwithstanding. Perhaps the advances of public education and of more tolerant religious teaching enhance the political climate of public libraries that often is so vulnerable to community pressures.

References

1. The data in this report are from the spring 1987 Carolina Poll conducted by the Institute for Research in Social Science and the School of Journalism, University of North Carolina at Chapel Hill.

In 1987, the average beginning salary grew by $1,373 (7%) over 1986

Placements and Salaries 1987:

The Upswing Continues

By Carol Learmont & Stephen Van Houten

FIFTY-FIVE of the 60 eligible schools responded to all or part of the questionnaire for this 37th annual report on placements and salaries of graduates of American Library Association–accredited library school programs. One Southeastern, one Southwestern, one Western, and two Canadian schools did not participate.

In 1987, the average beginning-level salary was $22,247, based on 1610 known, full-time, permanent professional salaries. Salaries for 1987 improved over 1986. For the fifth year the increase in the average beginning salary was higher than the increase in the cost of living. In 1987 it was 7% higher. The 1987 salaries increased at the rate of 7% compared to 6% in 1986, and 5% in 1985.

In 1987, the average (mean) beginning salary for women was $22,045, a 6% increase over 1986; for men, $23,013, a 7% increase. The median salary was $21,116 for all graduates; for women, $21,000; and for men, $22,000.

For new graduates with relevant

I Status of 1987 Graduates, Spring 1988*

	No. of Graduates			Not in Library Positions			Empl. Not Known			Permanent Prof. Placements			Temp. Prof. Placements			Nonprof. Library Placements			Total in Library Positions		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
United States	2462	742	3314	237	81	321	511	169	788	1499	434	1938	154	45	199	55	13	68	1708	492	2205
Northeast	948	286	1323	66	24	90	242	76	406	580	167	748	48	16	64	12	3	15	640	186	827
Southeast	467	108	593	35	16	53	90	24	128	309	63	374	29	5	34	4	0	4	342	68	412
Midwest	616	197	815	80	29	109	133	46	179	364	110	476	22	6	28	17	6	23	403	122	527
Southwest	188	56	245	30	4	35	24	9	33	114	36	150	7	4	11	13	3	16	134	43	177
West	243	95	338	36	8	44	28	14	42	132	58	190	48	14	62	9	1	10	189	73	262
Canada	296	89	388	33	15	49	53	12	67	147	37	184	57	23	80	6	2	8	210	62	272
All Schools	**2758**	**831**	**3702**	**270**	**96**	**370**	**570**	**181**	**855**	**1646**	**471**	**2122**	**211**	**68**	**279**	**61**	**15**	**76**	**1918**	**554**	**2477**

* Includes placements undifferentiated by sex

IIa Placements and Salaries of 1987 Graduates—Summary by Region*

	Placements	Salaries			Low Salary			High Salary			Average Salary			Median Salary		
		Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
United States	1865	1162	314	1477	9500	13000	9500	44000	72000	72000	22217	23268	22440	21252	22000	21588
Northeast	709	455	106	561	10000	16000	10000	44000	45000	45000	23214	24248	23410	22750	23000	22800
Southeast	363	223	44	267	12600	13513	12600	36000	31000	36000	21556	20984	21462	20800	20500	20800
Midwest	459	285	86	372	9500	13000	9500	40000	38000	40000	20933	21856	21147	20000	21000	20000
Southwest	150	96	32	128	13500	17400	13500	34200	54500	54500	21155	24451	21979	20500	22500	21008
West	184	103	46	149	14000	16047	14000	40000	72000	72000	23783	25012	24162	22907	23200	23000
Canada	174	110	23	133	13575	15837	13575	35709	27149	35709	20224	19526	20103	20362	20362	20362
All Schools	**2039**	**1272**	**337**	**1610**	**9500**	**13000**	**9500**	**44000**	**72000**	**72000**	**22045**	**23013**	**22247**	**21000**	**22000**	**21116**

* Includes placements undifferentiated by sex

Carol Learmont is Associate Dean, School of Library Science, Columbia University, and Stephen Van Houten is Head of the Cataloging Department, Library of Health Sciences, University of Illinois at Chicago

IIb Placements and Salaries of 1987 Graduates*

Schools	Placements	Salaries			Low Salary			High Salary			Average Salary			Median Salary		
		Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Alabama	29	21	5	26	16000	13513	13513	31880	25000	31880	21294	19363	20922	20225	19800	20000
Albany	44	34	10	44	17000	19000	17000	33800	33000	33800	22349	23385	22584	21000	22500	22000
Atlanta	26	20	6	26	16500	21000	16500	26588	26000	26588	22173	22817	22321	22000	22000	22000
Brigham Young	37	23	12	35	15898	18000	15898	40000	29000	40000	23650	23267	23519	21600	23200	22000
British Columbia	15	0	0	0	0	0	0	0	0	0	0	0	0			
Buffalo	26	15	5	20	16000	16000	16000	31200	21900	31200	21670	19180	21048	21600	18500	21358
California (Berk.)	41	19	14	33	14000	20400	14000	34200	72000	72000	24098	30739	26915	23664	25000	24960
California (L.A.)	38	20	4	24	18500	18000	18000	40000	34452	40000	24900	23863	24728	24000	18000	24000
Catholic	27	22	3	25	16000	21500	16000	42000	32000	42000	25059	28375	25457	23760	31625	23899
Chicago	26	12	9	21	16731	18400	16731	28500	25000	28500	21725	21830	21770	21828	22000	22000
Clarion	21	20	1	21	16000	24600	16000	27570	24600	27570	21029	24600	21199	20000	24600	20000
Columbia	58	29	17	46	17650	21000	17650	38000	26000	38000	25022	23427	24433	25000	23000	24000
Dalhousie	12	10	0	10	16591	0	16591	27816	0	27816	21241	0	21241	19608		19608
Drexel	68	45	15	60	17000	16500	16500	44000	35000	44000	24457	23202	24143	22000	20600	22000
Emory	22	20	1	21	18179	23500	18179	31512	23500	31512	22957	23500	22983	22008	23500	22500
Emporia	16	9	4	13	17500	18500	17500	30000	36000	36000	22002	24250	22694	19800	19500	19800
Florida State	29	25	1	26	14000	21240	14000	35000	21240	35000	22872	21240	22809	21600	21240	21240
Hawaii	28	16	5	21	15000	17297	15000	31500	31500	31500	21822	23316	22177	20000	19000	20000
Illinois	64	43	16	59	16000	17000	16000	25000	37500	37500	19991	23031	20815	20000	22000	20000
Indiana	58	30	9	39	15600	14700	14700	31000	29000	31000	20355	21842	20699	19982	20800	20000
Iowa	32	15	8	23	16000	19000	16000	25200	24000	25200	19397	21188	20020	18900	20500	20000
Kent State	63	50	9	59	15000	16000	15000	39000	24000	39000	20787	21163	20844	18500	22000	19400
Long Island	34	24	3	27	18000	20528	18000	42000	28000	42000	26090	24466	25909	25000	24870	25000
Louisiana State	38	27	9	36	16700	15600	15600	26004	28000	28000	19752	21287	20135	19000	20000	19200
McGill	37	25	7	32	13575	15837	13575	30166	21116	30166	18914	18638	18854	18854	18854	18854
Maryland	41	30	6	36	17500	18798	17500	35000	32400	35000	23960	23292	23849	23000	21252	23000
Michigan	70	48	15	63	14000	14700	14000	38800	27000	38800	21300	21007	21230	20000	20500	20000
Missouri	16	10	4	14	9500	18000	9500	40000	27000	40000	20310	22000	20793	19000	21000	20000
North Carolina	28	22	6	28	16000	18600	16000	32000	27000	32000	19896	20542	20035	19100	19000	19000
N.C. Greensboro	33	0	0	0	0	0	0	0	0	0	0	0	0			
N.C. Central	9	7	2	9	18281	18300	18281	25260	30000	30000	20734	24150	21493	20000	18300	20000
North Texas State	46	28	7	35	16340	19500	16340	29000	37200	37200	20772	25753	21768	19416	21500	20400
Northern Illinois	17	12	2	14	16000	18000	16000	34250	38000	38000	21261	28000	22224	20000	18000	20000
Oklahoma	27	16	4	20	13500	17500	13500	25000	25000	25000	18938	22500	19650	17500	22500	17500
Peabody	29	0	0	0	0	0	0	0	0	0	0	0	0			
Pittsburgh	79	16	10	26	14000	16000	14000	28900	45000	45000	22214	27850	24382	21718	25000	24000
Pratt	17	3	4	7	22800	22000	22000	31500	40750	40750	25767	28888	27550	23000	22802	23000
Queens	15	9	0	9	19500	0	19500	28000	0	28000	24944	0	24944	25300		25300
Rosary	49	23	3	27	17000	13000	13000	39000	21828	39000	22975	17609	22314	22000	18000	21800
Rutgers	89	77	11	88	17496	17500	17496	43000	32000	43000	23524	23108	23472	22836	22080	22800
St. John's	9	6	2	8	10000	28000	10000	26070	39000	39000	20479	33200	23734	20000	28000	22803
Simmons	119	81	12	93	13000	16000	13000	33761	32000	33761	21731	21777	21737	21430	21000	21430
South Carolina	60	49	8	57	12600	16000	12600	35400	31000	35400	21474	19964	21262	21000	18000	20857
South Florida	26	20	3	23	16000	18500	16000	36000	23000	36000	22944	21300	22730	21000	22400	21420
S. Connecticut	37	29	6	35	12000	21000	12000	35500	42000	42000	22683	28633	23703	23485	25400	23500
S. Mississippi	16	12	3	15	15686	18100	15686	33595	21500	33595	21517	19367	21087	20500	18500	20500
Syracuse	25	15	1	16	18000	23000	18000	30000	23000	30000	21677	23000	21760	20500	23000	20500
Tennessee	18	0	0	0	0	0	0	0	0	0	0	0	0			
Texas	53	32	18	50	15000	17400	15000	34200	54500	54500	22236	24304	22980	21008	22500	22500
Texas Woman's	24	20	3	23	17500	22000	17500	30000	30670	30670	21737	24890	22148	21000	22000	21100
Toronto	39	33	5	38	17345	17345	17345	26395	27149	27149	21284	20211	21143	20739	18854	20739
Washington	40	25	11	36	16524	16047	16047	40000	26000	40000	24026	20817	23046	21500	20000	21000
Western Ontario	71	42	11	53	13575	16968	13575	35709	20362	35709	19928	19779	19897	19985	20362	20362
Wisconsin (Mad.)	34	19	7	26	15600	18000	15600	30520	25250	30520	20590	21313	20785	19200	20500	19569
Wisconsin (Milw.)	14	14	0	14	16800	0	16800	32541	0	32541	21889	0	21889	19800		19800

* Includes placements undifferentiated by sex

III Placements by Type of Library*

Schools	Public			Elementary & Secondary			College & Univ.			Special			Other			Total		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Alabama	10	3	13	5	0	5	5	2	7	3	1	4	0	0	0	23	6	29
Albany	7	4	11	18	0	18	3	3	6	4	2	6	2	1	3	34	10	44
Atlanta	3	2	5	5	0	5	6	1	7	6	3	9	0	0	0	20	6	26
Brigham Young	9	1	10	6	4	10	7	4	11	3	1	4	0	2	2	25	12	37
British Columbia	5	0	5	0	0	0	3	2	5	4	1	5	0	0	0	12	3	15
Buffalo	7	2	9	4	0	4	3	2	5	5	2	7	1	0	1	20	6	26
California (Berk.)	6	3	9	0	0	0	3	6	9	8	2	10	4	4	8	21	15	36
California (L.A.)	8	1	9	0	0	0	9	2	11	12	1	13	4	1	5	33	5	38
Catholic	3	1	4	4	0	4	3	0	3	13	2	15	1	0	1	24	3	27
Chicago	2	2	4	1	0	1	7	5	12	5	3	8	1	0	1	16	10	26
Clarion	4	0	4	13	1	14	0	0	0	3	0	3	0	0	0	20	1	21
Columbia	7	8	15	0	0	0	7	5	12	20	9	29	2	0	2	36	22	58
Dalhousie	5	0	5	2	0	2	2	0	2	2	0	2	1	0	1	12	0	12
Drexel	6	4	10	6	1	7	8	4	12	13	3	16	17	4	21	50	16	66
Emory	10	0	10	4	0	4	4	1	5	2	0	2	0	1	1	20	2	22
Emporia	5	0	5	1	0	1	4	4	8	1	1	2	0	0	0	11	5	16
Florida State	8	0	8	9	1	10	6	1	7	3	0	3	1	0	1	27	2	29
Hawaii	3	3	6	9	1	10	3	0	3	4	2	6	1	2	3	20	8	28
Illinois	25	2	27	1	0	1	14	11	25	3	1	4	5	2	7	48	16	64
Indiana	23	2	25	1	2	3	12	5	17	7	5	12	1	0	1	44	14	58
Iowa	9	1	10	2	1	3	7	8	15	2	2	4	0	0	0	20	12	32
Kent State	26	5	31	13	0	13	4	1	5	8	3	11	2	1	3	53	10	63
Long Island	4	3	7	15	2	17	4	0	4	5	1	6	0	0	0	28	6	34
Louisiana State	7	5	12	4	0	5	13	2	15	4	1	5	0	1	1	28	9	38
McGill	8	1	9	4	1	5	9	2	11	7	3	10	2	0	2	30	7	37
Maryland	7	1	8	3	1	4	5	1	6	18	3	21	1	1	2	34	7	41
Michigan	21	8	29	7	0	7	13	8	22	10	1	11	1	0	1	52	17	70
Missouri	5	1	6	2	0	2	3	3	6	1	0	1	1	0	1	12	4	16
North Carolina	7	2	9	3	0	3	6	4	10	5	0	5	1	0	1	22	6	28
N.C.Greensboro	7	1	8	17	0	17	1	1	2	3	2	5	1	0	1	29	4	33
North Carolina Central	2	0	2	1	0	1	2	1	3	2	0	2	0	1	1	7	2	9
North Texas State	8	5	13	11	1	12	6	2	8	8	2	10	0	0	0	33	10	43
Northern Illinois	6	1	7	2	0	2	3	1	4	3	0	3	0	0	0	14	2	16
Oklahoma	4	1	5	13	2	13	5	2	7	2	0	2	0	0	0	22	5	27
Peabody	6	1	7	5	0	5	7	4	11	5	0	5	1	0	1	24	5	9
Pittsburgh	11	4	15	3	0	3	3	1	4	8	1	9	19	26	45	44	32	76
Pratt	3	3	6	0	1	1	0	0	0	6	4	10	0	0	0	9	8	17
Queens	3	0	3	2	1	3	2	0	2	2	0	2	1	0	1	10	1	11
Rosary	12	3	15	7	1	8	7	1	8	5	0	6	2	1	3	33	6	40
Rutgers	32	7	39	14	0	14	13	1	14	15	2	17	4	1	5	78	11	89
St. John's	0	1	1	3	0	3	1	0	1	1	1	2	0	1	1	5	3	8
Simmons	28	2	30	11	2	13	28	5	33	33	8	41	2	0	2	102	17	119
South Carolina	15	5	20	23	2	26	5	1	6	7	0	7	1	0	1	51	8	60
South Florida	7	1	8	10	1	11	3	1	4	2	0	2	0	0	0	22	3	25
Southern Connecticut	12	0	12	9	3	12	2	1	3	7	2	9	1	0	1	31	6	37
Southern Mississippi	5	1	6	5	1	6	1	1	2	1	1	2	0	0	0	12	4	16
Syracuse	5	0	5	5	1	6	1	1	2	1	1	2	0	0	0	12	4	16
Tennessee	4	1	5	1	0	1	3	1	4	3	2	5	2	1	3	13	5	18
Texas	7	4	11	11	1	12	4	8	12	7	2	9	3	3	6	32	18	50
Texas Woman's	7	1	8	5	1	6	2	1	3	7	0	7	0	0	0	21	3	24
Toronto	20	0	20	1	0	1	1	0	1	11	2	13	1	3	4	34	5	39
Washington	9	4	13	5	0	5	6	7	13	8	0	8	0	0	0	28	11	39
Western Ontario	17	2	19	3	0	3	9	2	11	20	10	30	3	4	7	52	18	70
Wisconsin (Madison)	9	3	12	5	0	5	6	4	10	4	2	6	0	0	0	24	9	33
Wisconsin (Milwaukee)	5	0	5	4	0	4	4	0	4	1	0	1	0	0	0	14	0	14
Total	**494**	**116**	**610**	**321**	**32**	**355**	**300**	**133**	**434**	**354**	**94**	**449**	**91**	**62**	**153**	**1560**	**437**	**2001**

* Includes placements undifferentiated by sex or type of library

prior experience the average beginning salary was $24,018, up from $21,971 in 1986; without experience, $20,402, up from $19,457 in 1986.

The number of graduates continues to rise, the average salary increase is the highest since 1981, and there are many more jobs than qualified people to fill them.

There were 279 temporary professional placements reported in 1987, compared with 240 in 1986 and 272 in 1985. Canadian salaries are given in U.S. dollar equivalents. The category other information specialties includes a wide variety of nontraditional positions.

Placement statistics

First professional degrees were awarded to 3,702 graduates of the 55 schools reporting in 1987 (Table I). In 1986, the 53 reporting schools awarded 3,538 first professional degrees; in 1985, the 58 reporting schools awarded 3,484 first professional degrees. In 1987, the average number of graduates of schools reporting was 67; in 1986 it was 67; in 1985 it was 60.

Table I shows permanent and temporary professional placements, as well as nonprofessional library placements, and the totals for the three. These are library or information-related positions. Table I also shows the number of graduates reported who were not in library positions or whose employment status was unknown at the beginning of April 1988. Of these, 10% were known not to be in library positions compared with 10% in 1986, and 13% in 1985. In April 1988, the whereabouts of 23% were unknown compared with 23% in April 1987 and 21% in April 1986.

Of the 1987 graduates, 67% were known to be employed either in professional or nonprofessional positions in libraries or information-related work, as were 66% of the 1986 graduates, and 69% of the 1985 graduates. Of the 1987 graduates, 57% were known to be employed in permanent professional positions, compared with 57% of the 1986 graduates and 57% of the 1985 graduates.

Employment distribution of 2,001 of the 3,702 graduates (54%) is shown in Table III, Table IV, and Table XI. In all, 2,122 permanent full-time professional placements were reported and 279 temporary placements. Of the 2,122 people finding permanent professional positions, 594 (28%) found jobs before graduation and 607 (29%) reported actively searching for less than 90 days for professional employment after getting their degrees.

There were 123 people (6%) who looked for three or four months. Eighty-eight (4%) looked from four to six months, and 52 (2%) looked for more than six months. A total of 421 people (20%) went back to their previous positions. Nothing is known about the length of time it took the 237 others (11%) to find employment.

In 1987, 2.1% of the graduates were in nonprofessional library and related positions (Table I). In 1986, 2.7% were in this category, down from 4% in the seven previous years. Within the category, 80% are women and 20% are men.

The percentage of increase or decrease in placements by type of library has decreased notably for college and university libraries, and increased modestly for the other types. In actual numbers the increase and decrease is more marked than in recent years as shown in Table IV. Table IV does not include 43 foreign professional placements and 78 placements that were undifferentiated by type of library but which appear in Table I in the Permanent Professional Placements category (a total of 2,122 placements).

Comparisons of U.S. and Canadian placements appear in Table V. Table VI, showing Special Placements, is self-explanatory and gives a rough picture of hiring activity in various specialties in 1987.

IV Placements by Type of Library, 1951–1987

Year	Public	School	College & Universities	Other Library Agencies*	Total
1951-1956**	2076 (33.0%)	1424 (23.0%)	1774 (28.0%)	1000 (16.0%)	6264
1956-1960**	2057 (33.0)	1287 (20.0)	1878 (30.0)	1105 (17.0)	6327
1961-1965	2876 (30.0)	1979 (20.0)	3167 (33.0)	1600 (17.0)	9622
1966-1970	4723 (28.0)	3969 (23.0)	5834 (34.0)	2456 (15.0)	17032
1971	999 (29.0)	924 (26.0)	1067 (30.0)	513 (15.0)	3503
1972	1117 (30.0)	987 (26.0)	1073 (29.0)	574 (15.0)	3751
1973	1180 (31.0)	969 (25.0)	1017 (26.0)	712 (18.0)	3878
1974	1132 (31.0)	893 (24.0)	952 (26.0)	691 (19.0)	3668
1975	994 (30.0)	813 (24.0)	847 (25.0)	714 (21.0)	3368
1976	764 (27.1)	655 (23.2)	741 (26.3)	657 (23.2)	2817
1977	846 (28.4)	673 (22.6)	771 (25.9)	687 (23.1)	2977
1978	779 (26.1)	590 (19.8)	819 (27.4)	798 (26.7)	2986
1979	778 (27.4)	508 (17.9)	716 (25.3)	835 (29.4)	2837
1980	659 (27.1)	473 (19.5)	610 (25.1)	687 (28.3)	2429
1981	642 (27.3)	451 (19.2)	556 (23.6)	704 (29.9)	2353
1982	588 (28.5)	358 (17.4)	505 (24.5)	612 (29.7)	2063
1983	501 (28.0)	308 (17.3)	424 (23.8)	552 (30.9)	1785
1984	548 (27.9)	284 (14.4)	551 (28.0)	583 (29.7)	1966
1985	565 (29.4)	300 (15.6)	522 (27.2)	533 (27.8)	1920
1986	576 (30.3)	288 (15.2)	488 (25.7)	548 (28.8)	1900
1987	610 (30.5)	355 (17.7)	434 (21.7)	602 (30.1)	2001

* From 1951 through 1966 these tabulations were for "special and other placements" in all kinds of libraries. From 1967 to 1979 these figures include only placements in library agencies that do not clearly belong to one of the other three groups, in the 1980 through 1987 report these figures include the sum of responses to placements in special libraries and in other information specialties.

** Figures for individual years are reported in preceding articles in this series.

V U.S. and Canadian Placements Compared

(Percents may not total 100 because of rounding)

	Placements	Public Libraries	School Libraries	College & University Libraries	Special Libraries	Other Info. Specialties
All Schools*	2001	610 (30.5)	355 (17.7)	434 (21.7)	449 (22.4)	153 (7.6)
Women	1560	494 (31.7)	321 (20.6)	300 (19.2)	354 (22.7)	91 (5.8)
Men	437	116 (26.5)	32 (7.3)	133 (30.4)	94 (21.5)	62 (14.2)
U.S. Schools*	1828	522 (30.2)	344 (18.8)	404 (22.1)	389 (21.3)	139 (7.6)
Women	1420	439 (30.9)	311 (21.9)	276 (19.4)	310 (21.8)	84 (5.9)
Men	404	113 (28.0)	33 (7.7)	127 (31.4)	78 (19.3)	55 (13.6)
Canadian Schools*	173	58 (33.5)	11 (6.4)	30 (17.3)	60 (34.7)	14 (8.1)
Women	140	55 (39.3)	10 (7.1)	24 (17.1)	44 (31.4)	7 (5.0)
Men	33	3 (9.1)	1 (3.0)	6 (18.2)	16 (48.5)	7 (21.2)

*Includes placements undifferentiated by sex

"For new graduates with relevant prior experience the average beginning salary was $24,018, up from $21,971 in 1986; without experience, $20,402, up from $19,457 in 1986"

Openings and applicants

A total of 61,063 listings of open library positions were reported received by 40 schools, ranging in number of listings from 100 to 5000. The listings were for positions at all levels, and many were duplicated in several places. In 1986, 40 schools reported 60,807 listings.

Twenty-one schools reported increases in position listings in 1987 over 1986. Increases reported in 1987 ranged from 1% to 345%. The median was 15%. Fourteen schools reported no significant change from 1986; four reported a decrease ranging from 5.2% to 10%. Forty-three placement officers reported no major difficulty in placing 1987 graduates. Two reported major difficulty in placing these graduates. Two placement officers indicated that they had more difficulty placing graduates in 1987 than in 1986. Thirteen reported having less difficulty, and 30 reported about the same level of difficulty in both years.

The strong demand for children's and young adult specialists in public and school libraries continues as does the demand for technical services specialists, particularly catalogers, and people with an information science background. Other specialties mentioned as still in demand are science, law, medical, archival, and systems analysis.

Undergraduate majors that make graduates especially attractive to employers continue to be science (all types), math, languages, engineering, business, computer science, art, and music.

Several respondents emphasized the diverse enrollment in their schools, indicating that as many as one-third to one-half of the students have post-bachelor's degrees and thus enter the MS programs with specialized subject strengths and often with excellent employment experience.

The bottom line

The salary statistics reported include only salaries that were reported

VI Special Placements*

	Women	Men	Total
Government Jurisdictions (U.S. and Canada)			
Other government agencies (except USVA hospitals)	30	15	45
National libraries	19	15	34
State and provincial libraries	17	4	21
Overseas agencies (incl. Armed Services)	3	1	4
Armed Services libraries (domestic)	2	0	2
Library Science			
Advanced study	11	9	20
Teaching	7	3	10
Other			
Children's services (school libraries)	132	6	138
Business (finance, industrial, corporate, banking, insurance, oil, etc.)	78	22	100
Law	80	18	98
Children's services (public libraries)	78	9	87
Systems analysis, automation	44	30	74
Youth services (school)	64	3	67
Youth services (public libraries)	53	11	64
Audiovisual and media centers	39	12	51
Science and technology	32	18	50
Bibliographic instruction	43	6	49
Medicine (incl. nursing schools)	42	3	45
Communications industry (advertising, newspaper, etc.)	31	6	37
Information services (nonlibrary)	21	9	30
Art and museum	24	4	28
Bookstore	3	24	27
Rare books, manuscripts, archives	12	13	25
Social sciences	16	9	25
Historical agencies and archives	15	9	24
Records management	19	5	24
Government documents	15	8	23
Religion (seminaries, theological schools)	12	11	23
Outreach activities and services	18	3	21
Hospitals (incl. USVA hospitals)	16	4	20
Research and development	14	4	19
Databases (publishing, servicing)	15	3	18
Indexing & abstracting	12	4	16
Correctional institutions	11	2	13
Theater, motion pictures, dance, music	4	9	13
Architecture	11	1	12
Conservation/Preservation	9	2	11
Children's services (other)	8	1	9
International relations (incl. area studies)	5	3	8
Professional associations	8	0	8
Pharmaceutical	4	3	7
Public affairs information specialist	7	0	7
Free-lance	4	2	6
Library services to the handicapped	5	0	5
Networks and consortia	5	0	5
Spanish-speaking centers	4	1	5
Technical writing	2	2	4
Genealogical	2	1	3
International agencies	2	1	3
Sales	3	0	3
Consulting	2	0	2
Maps	1	0	1
Total Special Placements	**1114**	**330**	**1444**

* Includes special placements in all types of libraries

VII Salary Data Summarized

	Women	Men	Total
Average (Mean) Salary	$22045	$23013	$22247
Median Salary	21000	22000	21116
Individual Salary Range	9500-44000	13000-72000	9500-72000

"The average salary for all 1987 graduates was $22,247, an increase of $1,373 (7%) over the 1986 average of $20,874"

VIII Average Salary Index

Starting Library Positions, 1967–1987

Year	Library Schools	Fifth-Year Graduates	Average Beginning Salary	Increase in Average	Beginning Index
1967	40	4030	$7305	—	—
1968	42	4625	7650	$355	105
1969	45	4970	8161	501	112
1970	48	5569	8611	450	118
1971	47	5670	8846	235	121
1972	48	6079	9248	402	127
1973	53	6336	9423	175	129
1974	52	6370	10000	617	137
1975	51	6010	10594	554	145
1976	53	5415	11149	555	153
1977	53	5467	11894	745	163
1978	62	5442	12527	633	171
1979	61	5139	13127	600	180
1980	63	4396	14223	1096	195
1981	65	4512	15633	1410	214
1982	64	4050	16583	950	227
1983	60	3494	17705	1122	242
1984	57	3529	18791	1086	257
1985	58	3484	19753	962	270
1986	54	3538	20874	1121	286
1987	55	3702	22247	1373	305

IX High Salaries by Type of Library

	Public			School			College & Univ.			Special			Other		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
14,000								1	1		1	1			
15,000					1	1									
16,000		2	2	1	1	2	1	1	1	2		2	2	2	2
17,000	1	1	2				2		2						
18,000		1	1	1		1		5	5	2	3	5	2		2
19,000	5	3	8	1		1	3		3	1	1	2			
20,000		2	2	1			7	3	10	5	2	7	3	1	4
21,000	5	6	11	1	2	3	2	3	5	2	2	4	1		1
22,000	9	7	16	1	2	3	2	1	3	3	1	4	2	1	3
23,000	12	6	18				7	3	9	1	3	4		3	3
24,000	4	3	7		2	2	7	2	9	2	4	6	1		1
25,000	3	2	5	4	1	5	4	8	12	2	3	5	1		1
26,000	4		4	5		5	2	3	5	3	2	5	3		3
27,000	2	1	3	4		4	3	4	7	2		2		1	1
28,000	2	1	3				4		4	4	3	7	6	2	8
29,000				2	3	5	3		3	1	1	2	1		1
30,000	1	2	3	7	1	8	1	1	2	5		5	1	1	2
31,000	1		1	3	2	5				2		2	1		1
32,000				3		3				1	4	5		1	1
33,000				1		1	2	1	3	2		2			
34,000				1		1		2	2	2		2	1		1
35,000				3		3		1	1	4		4	1	1	2
36,000				1		1					1	1			
37,000				1		1					1	1		1	1
38,000				1		1		1	1	2		2			
39,000	1		1	1		1								1	1
40,000				1		1				1	1	2	1		1
41,000															
42,000					1	1				2		2			
43,000				1		1									
44,000													1		1
45,000														1	1
54,000														1	1
72,000														1	1

as full-time annual salaries. Variables such as vacations and other fringe benefits, which may be part of the total compensation, are excluded. Salaries do not reflect differences in hours worked per week. Such information might provide more precise comparability, but such data is probably beyond the needs of most library schools in the profession. In any case, the validity of this analysis rests on comparable statistics collected since 1951.

All of the 55 reporting schools provided some salary data. Not all schools could provide all the information requested nor could they supply it for all employed graduates. Data for graduates in irregular placements, such as those for graduates from abroad returning to posts in their homelands, appointments in religious orders or elsewhere where remuneration is in the form of some combination of salary plus living, and all salaries for part-time employment, were excluded as best the authors can tell.

The exclusions were added to the number of salaries not known or not reported. As a result, there is known salary information for 1610 of the 1987 graduates (1,272 women, 337 men, and one undifferentiated by sex). This represents 79% of the known placements and 43% of all graduates reported. These response ratios have remained fairly constant for the past few years. In 1986 there was salary information on 75% of the known placements, representing 43% of the number of graduates reported.

Salary data as reported by the 55 schools are contained in Table II and summarized in Table VII. Salary figures are in U.S. dollars.

Average (mean) salaries

The average salary for all 1987 graduates was $22,247, an increase of $1,373 (7%) over the 1986 average of $20,874. This is the largest increase since 1981. The average salary for women was $22,045 and the average for men was $23,013, a difference of $968 (Table VII). Table VIII shows the annual changes in average salaries since 1967, and includes a beginning salary index figure that may be compared with the Annual Cost of Living (COL) Index Report issued by the U.S. government.

The COL Index for 1987 was 340.4, an increase of 12 points over the 1986 figure of 328.4, a gain of 3.7%. The comparable increase in the beginning salary index was 19 points, 7.0 above the increase in the cost of living, the second largest gain in several years.

Salaries in 1987 in the category of average salaries for women ranged from a low of $9500 to a high of $44,000, a difference of $34,500; for men, the range was $13,000 to $72,000, a $59,000 difference. In the 48 schools that reported average salaries for both men and women, the women's average salary was higher in 19 schools; the men's average salary was higher in 29 schools. In 1986, the women's average salary was higher in 20 schools, and the men's in 30 schools.

In Table XI, the average salary is higher for men (the difference ranging from $722 to $4,056) in all but the category "Special Libraries" where the average salary was higher for women by only $110.

Median salaries

The median salary for all graduates in 1987 was $21,116, an increase of $1,116 over the 1986 median of $20,000. The median for women was $21,000; for men, $22,000. Of the 48 schools reporting on both men and women, the median salary for women was higher in 21 schools; for men in 25; and the same in two.

Salary ranges

A wide range between high and low individual salaries continued in 1987. For the purposes of the survey, prior experience, if known, consisted of work of a professional and/or subject nature of a year or more. In 1987, the range (Table VII) was from a low of $9500 (a public library) to a high of $72,000 (in the category other library agencies), a difference of $62,500.

In 1987, the range of high salaries reported was from $25,000 to $72,000, a difference of $47,000. The high range in 1986 was from $18,126 to $61,859, a difference of $43,733.

In 1987, 42 schools showed high salaries of $30,000 or more. Of these, 37 went to women and 21 to men. The median high salary for all graduates was $35,000 (up from $30,000 in 1986); for women, $32,000 (up from $29,689 in 1986); for men, $28,000 (up from $26,850 in 1986).

In 1987, the category special libraries accounted for 25% of the 51 highest salaries (18% in 1986) and the category other information specialties accounted for 24% (10% in 1986). School libraries accounted for 41% (39% in 1986); academic libraries accounted for 6% (20% in 1986); public libraries had a 4% share (12% in 1986).

The positions were scattered geographically and included 25 states, the District of Columbia, and two Canadian provinces; New York accounted for seven positions, California, for five, and the rest for one, two, or three each.

The lowest reported beginning-level salaries from each school ranged from $9500–$22,000. The 1986 range was from $11,200–$21,000. The median low salary was $16,000 ($15,000 in 1986) for all graduates. Forty-eight schools reported low salaries for men and women; of these, 38 reported that the lowest low was received by a woman; eight reported that the lowest low was received by a man; two schools reported that both received the same.

Public libraries accounted for 40% of the lowest salaries reported (44% in 1986); academic libraries accounted for 24% (21% in 1986); special libraries accounted for 18% (23% in 1986); school libraries for 16% (6% in 1986); and other information specialties for 2% (6% in 1986).

Twenty-five states, four provinces were represented. New York led with five placements; Illinois, Georgia had three; the rest had one or two.

1988 predictions

Placement officers at 20 schools predict little or no change in the number of job vacancy listings for the Class of 1988. Nineteen officers think that there will be increases ranging from 1% to 170%; two predict decreases ranging from 9% to 51%. Placement officers at 27 schools expect the same difficulty placing 1988 graduates as placing 1987 graduates; two expect more difficulty; 19 expect less.

Salaries for 1988 will be higher according to 28 placement officers. Estimates range from $500 to $5000. Most estimates are in the $1000 to $2000 range. Seventeen officers do not think salaries will be higher in 1988.

The following table indicates the increasing and decreasing hiring rates of various types of libraries as perceived by the placement officers.

School Reporting	*Increase*	*Decrease*
Public Libraries	18	1
School Libraries	18	2
Academic Libraries	10	2
Special Libraries	12	1
Other Information Specialties	5	0

In 1987, 126 foreign students from 31 countries were reported among the graduates.

The authors thank all of the reporting schools for their continuing cooperation in making this annual report possible.

X Low Salaries by Type of Library

	Public			School			College & Univ.			Special			Other		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
9,000	1		1												
10,000															
11,000				1		1									
12,000	1		1	1		1				1		1			
13,000	3		3	1		1	1	1	2	2	1	3			
14,000	2	1	3				2		2	1	1	2		1	1
15,000	6	1	7	4	1	5	2	1	3	1	1	2		1	1
16,000	13	4	17	2	1	3	9	2	11	9	2	11	3		3
17,000	7	5	12	7	1	8	11	2	13	3	1	4	1		1
18,000	8	5	13	5		5	10	13	23	11	3	14	3	2	5
19,000	2	5	7	4	1	5	4	3	7	8	1	9			
20,000	2	2	4	5		5	4	3	7	4	5	9	5	3	8
21,000	2	5	7	1	2	3	2	3	5	2	2	4	2		2
22,000	3	5	8	4	3	7	1	3	4	1	3	4	2	1	3
23,000		2	2	4		4	1	2	3	3	4	7		3	3
24,000					2	2	1		1	2	2	4	2	1	3
25,000		1	1	2	2	4		5	5		1	1			
26,000				2		2				1	1	2	2		2
27,000										1		1			
28,000											1	1	4	2	6
29,000					1	1					1	1			
30,000		1	1	1	1	2							1	1	2
31,000					1	1				1	1	2	1	1	2
32,000														1	1
33,000															
34,000							1		1						
35,000															
36,000								1	1				1		1
37,000											1	1			
38,000															
39,000								1	1					1	1
40,000											1	1	1		1

XI Comparison of Salaries by Type of Library*

	Placements	Salaries Known			Low Salary			High Salary			Average Salary			Median Salary		
		Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Public Libraries																
United States	552	372	92	464	9500	147000	9500	39000	30784	39000	20052	20801	20200	19900	21000	20000
Northeast	179	121	30	151	12680	16000	12680	28600	28000	28600	20563	21341	20718	21000	21500	21000
Southeast	113	70	18	88	13900	15600	12900	30056	23600	30056	19784	19458	19717	19500	19200	19500
Midwest	176	124	23	147	9500	14700	9500	39000	27000	39000	19577	20529	19726	19000	21000	19569
Southwest	37	25	10	35	13500	17400	13500	23000	30670	30670	19325	21225	19868	19489	20072	19500
West	47	32	11	43	15898	17297	15898	31000	30784	31000	21111	21714	21265	20328	21719	20500
Canada	58	45	2	47	13575	19231	13575	26395	21116	26395	20178	20174	20178	20362	19231	20362
All Schools	610	417	94	511	9500	14700	9500	39000	30784	39000	20066	20788	20198	21000	20000	20000
School Libraries																
United States	344	251	24	275	10000	16500	10000	43000	42000	43000	23908	25525	24049	23485	25000	23700
Northeast	127	100	9	109	10000	16500	10000	43000	42000	43000	23663	25686	23830	23000	24870	23000
Southeast	99	68	4	72	12600	21000	12600	36000	31000	36000	23844	23975	23852	23500	21500	23300
Midwest	50	35	2	37	15000	15200	15000	39000	29000	39000	25672	24100	25587	25000	19200	25000
Southwest	43	33	4	37	13500	22000	13500	29657	29326	29657	22181	24707	22454	22500	22500	22500
West	25	15	5	20	15000	25000	15000	40000	31500	40000	25507	27700	26055	23000	27000	25000
Canada	11	9	1	10	17345	15837	15837	35709	15837	35709	24823	15837	23924	26018	15837	21116
All Schools	355	260	25	285	10000	15837	10000	43000	42000	43000	23939	25138	24045	23485	25000	23700
College/Univ. Libraries																
United States	404	224	106	330	13000	13000	13000	33595	38000	38000	20794	22219	21252	20000	21240	20300
Northeast	108	70	20	90	13000	18000	13000	29000	33000	33000	21444	22995	21789	21000	22650	21500
Southeast	83	48	14	62	16300	16000	16000	33595	27000	33595	20781	20896	20807	20000	19000	20000
Midwest	136	73	42	115	14000	13000	13000	24000	38000	38000	19797	21289	20342	19700	20500	20000
Southwest	30	13	11	24	16500	18100	16500	22000	35000	35000	18762	23645	21000	18700	22500	20000
West	47	20	19	39	17500	16047	16047	33000	34452	34452	23513	23607	23559	23000	23880	23000
Canada	30	18	4	22	14706	17345	14706	27903	20362	27903	18804	19608	18950	18854	20362	19231
All Schools	434	242	110	352	13000	13000	13000	33595	38000	38000	20646	22124	21108	20000	21000	20100
Special Libraries																
United States	389	253	61	315	12000	13513	12000	42000	40750	42000	23976	24155	24002	23000	23500	23000
Northeast	195	126	31	157	12000	16000	12000	42000	40750	42000	25207	24728	25113	24000	23000	24000
Southeast	56	34	6	40	16000	13513	13513	35400	26000	35400	22014	21102	21877	21000	22000	21000
Midwest	69	41	15	57	15000	14700	14700	38900	36000	38900	22214	24408	22774	21000	24000	22000
Southwest	28	22	4	26	16340	24000	16340	34200	37200	37200	22704	27812	23490	22500	24048	23000
West	41	30	5	35	14000	18000	14000	40000	25000	40000	24367	20580	23826	24000	20400	24000
Canada	60	32	10	42	13575	15837	13575	29412	21116	29412	19614	18778	19568	20254	18476	20211
All Schools	449	285	71	357	12000	13513	12000	42000	40750	42000	23508	23398	23480	23000	23000	23000
Other Libraries																
United States	139	59	30	89	16000	18000	16000	44000	72000	72000	25921	31106	27669	26000	28000	26500
Northeast	87	36	16	52	18000	22000	18000	44000	45000	45000	26890	29525	27701	26500	28000	26500
Southeast	11	3	2	5	16000	28000	16000	22800	30000	30000	18267	29000	22560	16000	28000	22800
Midwest	17	12	3	15	16400	20000	16400	40000	37500	40000	23658	27000	24327	22000	23500	23500
Southwest	6	3	3	6	20700	16000	18000	26500	54500	54500	24133	33333	28733	25200	27500	25200
West	18	5	6	11	28000	20000	20000	34200	72000	72000	30040	36964	33817	30000	31992	30000
Canada	14	6	6	12	17722	18854	17722	21116	27149	27149	20111	21116	20613	20362	20362	20362
All Schools	153	65	36	101	16000	18000	16000	44000	72000	72000	25385	29441	26831	24500	27149	25000

* Includes placements undifferentiated by sex

XII Effects of Experience on Salaries*

	Salaries Without Previous Experience (40 Schools)			Salaries with Previous Experience (48 Schools)		
	Women	Men	Total	Women	Men	Total
Number of Positions	333	83	416	470	134	605
Range of Low Salaries	$10000-24000	$14700-38000	$10000-24700	$9500-37200	$13000-41400	$9500-37200
Mean (Average)	17002	20453	17060	19456	22320	19092
Median	18000	21252	18000	17500	20000	17500
Range of High Salaries	$18000-39000	$18000-38000	$18120-39000	$22519-43000	$18100-72000	$25200-72000
Mean (Average)	24857	24174	26065	31812	29902	34669
Median	20945	25303	24870	35000	28000	35000
Range of Average Salaries	$16780-25242	$16760-38000	$17762-28000	$18122-38600	$17414-56700	$19315-48800
Mean (Average)	20094	21635	20402	23785	24858	24018
Median	19486	23278	20557	24757	24420	24541

* Includes placements undifferentiated by sex

How California identified areas for library recruitment and encouraged people to fill the gaps

Meeting the Need for Librarians:

The California Library School Recruitment Project

By Katie Scarborough & Constance W. Nyhan

IN 1987, California addressed "The Next Shortage of Librarians."[1] Armed with hot-off-the-press recruitment brochures and newly collected data that pinpointed professional staffing needs in the state's libraries, California librarians launched a statewide recruitment campaign. The timing of this recruitment effort could not have been better; the need for more qualified applicants for professional positions in particular areas of practice was widely acknowledged.

Katie Scarborough is a library consultant and former Project Director of the California Library School Recruitment Project, and Constance W. Nyhan is Graduate Advisor, Graduate School of Library and Information Science, University of California, Los Angeles and former co-chair, California Library Association, California Society of Librarians Ad Hoc Committee on Library School Recruitment

Discussion of recruitment within the California Society of Librarians (CSL), the largest constituent organization of the California Library Association (CLA), was initiated in 1983 by Marc Gittlesohn, a CSL director. Gittlesohn challenged CSL to take a more active role in the recruitment of talented, energetic, and capable individuals into the field. At that time, the job market was perceived to be flat. Librarian shortages were not yet apparent. In fact, a few members expressed dismay that CSL would consider expending any effort at all in recruiting.

The CSL board, however, enthusiastically welcomed Gittlesohn's suggestion, and formed the Ad Hoc Committee on Library School

Table 1
Librarians by Selected Specializations

Type of Library	Total Librarians	Bilingual	Technical Services	Ethnic Studies	Children's Services	Other
Academic	966	131 (13.6%)	219 (22.7%)	16 (1.7%)	5 (0.5%)	595 (61.6%)
Public	2079	104 (5.0)	189 (9.1)	1 (0.0)	401 (19.3)	1384 (66.6)
Special	369	9 (2.4)	116 (31.4)	0 (0.0)	0 (0.0)	244 (66.1)
Total	**3414**	**244 (7.1%)**	**524 (15.3%)**	**17 (0.5%)**	**406 (11.9%)**	**2233 (65.1%)**

Recruitment. Foresighted the CSL board members were; fortunetellers they were not. There were no predictions that in 1987 children's librarians and catalogers would be on the endangered species list, but there was a strong commitment to attracting quality applicants into library schools, particularly ethnic minorities.

Board members reasoned that information professionals have creative, exciting, and challenging jobs; the field should not lose good candidates because we are not widely known. Rather than being a function of shortage or surplus, recruitment was seen as a necessary and ongoing process to inform prospective applicants about the field, its career opportunities, and appropriate preparation. During 1984 and 1985, the ad hoc committee began work on a recruitment handbook—a quide to recruitment strategies—and a series of career sheets describing librarianship and its various specializations.

The California project is born

By 1986 the profession was experiencing a healthier job market with increasing salaries for entry-level positions and a demand for certain specialists, primarily children's librarians and catalogers. The number of ethnic minorities in the field remained discouragingly low while California's minority populations continued to grow at a rapid rate. CSL realized recruitment had become a pressing issue and, under the leadership of then-President Linda Knutson, applied to the California State Library for LSCA funds to support the California Library School Recruitment Project (CLSRP).

The project appealed to California State Librarian Gary Strong partly due to demonstrations of support from the California library community as well as the state's library schools. In his award letter approving a $21,000 grant for the project, Strong agreed with the CSL board in stating that "our ability to increase the number of recruits into the profession will require the cooperation of all segments of the library community."

With the North Bay Cooperative Library System acting as fiscal agent, funding for a second year of the project was also approved. In addition to the support from the California State Library, the project's success can be attributed to the combined efforts of practitioners from various types of library/information settings, representation from major ethnic groups, and the partnership of California's three library schools.

In May 1986, the CLSRP hired Director Katie Scarborough to implement the project objectives: to make recruitment materials available; to collect and analyze data on recruitment needs; and to increase participation of all segments of the profession in the recruitment effort. Funding enabled the recruitment project to turn the ad hoc recruitment committee's draft career sheets into colorful and attractive brochure packets. These packets, released in the autumn of 1986, consist of a general brochure, "From Books to Bytes: Careers for Librarians and Information Professionals," and six inserts: "Careers in Public Libraries," "Careers in College and University Libraries," "Careers in Special Libraries," "Careers in Children's Li-

Table 2
Bilingual Librarians by Language

Type of Library	Librarians hired as bilingual in: Spanish	Chinese	Japanese	Vietnamese	Korean	Other
Academic	21 (16.0%)	11 (8.4%)	4 (3.1%)	0 (0.0%)	1 (0.8%)	82 (62.6%)
Public	77 (74.0)	16 (15.4)	3 (2.9)	1 (1.0)	2 (1.9)	8 (7.7)
Special	1 (11.1)	1 (11.1)	1 (11.1)	0 (0.0)	0 (0.0)	7 (77.8)
Total	**99 (40.6%)**	**28 (11.5%)**	**8 (3.3%)**	**1 (0.4%)**	**3 (1.2%)**	**97 (39.8%)**

Table 3
Minority Librarians Compared to the State's Current and Projected Populations

Type of Library	Black	Asian American	Hispanic	Native American	Pacific Islander	Other
Academic	29 (3.0%)	63 (6.5%)	26 (2.7%)	2 (0.2%)	3 (0.3%)	1 (0.1%)
Public	81 (3.9)	130 (6.3)	97 (4.7)	7 (0.3)	10 (0.5)	8 (0.4)
Special	15 (4.1)	31 (8.4)	6 (1.6)	0 (0.0)	2 (0.5)	1 (0.3)
Total	**125 (3.7%)**	**224 (6.6%)**	**129 (3.8%)**	**9 (0.3%)**	**15 (0.4%)**	**10 (0.3%)**
Percent of California Population, 1980:	7.7%	5.3%	18.6%	1.0%	0.3%	0.3%
Percent of California Population, 2000 (projected):	7.6%	*	24.4%	*	*	*

* Projections indicate that nonblack and non-Hispanic ethnic groups will total 9.8% of California's population by 2000. These figures are taken from estimates by the Palo Alto–based Center for Continuing Study of the California Economy, in "Projections of Hispanic Population for California, 1985–2000," a report published in 1982

brarianship," "Careers—Opportunities for Minorities in Librarianship," and "Careers in Non-Library Environments." (These brochures are available for sale from the CLA main office, 717 K St., Suite 300, Sacramento, CA 95814.)

Spreading the word

Widespread participation in the project began with CSL's program, "The Librarian Shortage: Learn To Recruit," at the CLA Annual Conference in November 1986. Program attendees received the recruitment brochure packet and were encouraged to sign up for recruitment training workshops planned for 1987. They were also among the first to hear results of the project's survey of professional staffing needs in California's libraries.

Table 4
Openings Filled Between January 1984 and August 1986

	# of Openings Reported	% of Total Openings	Average # of Months To Fill	Average # of Qualified Applicants
Overall	681	100.0	3.8	11
Academic	168	24.7	4.4	19
Public	416	61.1	4.0	10
Special	97	14.2	2.0	5
Children's, All*	93	13.7	2.9	7
Librarians (unsp), All	171	25.1	3.5	10
Academic	20	2.9	3.6	12
Public	103	15.1	4.4	14
Special	48	7.0	1.8	4
Managers, Overall	67	9.8	6.2	14
Academic	20	2.9	6.1	20
Public	36	5.3	7.8	13
Special	11	1.6	2.0	6
Reference, Overall	170	25.0	3.2	14
Academic	55	8.1	3.6	24
Public	107	15.7	3.0	9
Special	8	1.2	2.3	5
Subject Specialists	42	6.2	4.2	9
Academic	24	3.5	4.2	12
Public	5	0.7	5.0	10
Special	13	1.9	3.8	4
Technical Services, Overall	70	10.3	2.2	11
Academic	32	4.7	5.2	18
Public	25	3.7	4.1	6
Special	13	1.9	0.8	4

* All openings reported for children's services positions were at public libraries

Although the recruitment project had been initiated more with quality than quantity issues in mind, CSL was aware of the importance of data to support any recruitment effort. The board knew that savvy undergraduates would want reassurances that jobs await those who complete a master's program in library and information science; current data reflecting statewide trends would also be needed by those contemplating a career change.

The project director conducted the survey of professional staffing needs during the summer and early autumn of 1986, distributing questionnaires to 949 California libraries: 169 public, 251 academic, and 529 special. School libraries were not surveyed for two reasons: they have not been consistent employers of library school graduates in California, hiring teachers with the Library Services Credential instead; and the project did not have the resources to collect data from the many elementary and secondary school systems in the state.

Three versions of the survey were used—one for each type of library surveyed—but all asked basically the same questions: How many librarians are now employed at California libraries, and of those, how many are children's, bilingual, ethnic studies, or technical services librarians? What are the current salaries for these positions? How many librarians hold MLS degrees? How many are minorities?

Preparing for the future

The survey also attempted to gauge future demand for California librarians by asking: How many openings are expected for librarians in the next few years? Of these, how many will be due to creation of new positions and how many will be openings due to attrition? In which specializations will these openings occur? In

Table 5
Average Annual Salary Ranges by Selected Specializations

Type of Library	Bilingual Avg Low Salary	Bilingual Avg High Salary	Technical Services Avg Low Salary	Technical Services Avg High Salary	Ethnic Studies Avg Low Salary	Ethnic Studies Avg High Salary	Children's Services Avg Low Salary	Children's Services Avg High Salary
Academic	$29,349	$34,221	$26,073	$35,386	$29,293	$41,382	$30,021	$35,654
Public	$21,675	$27,958	$23,130	$29,974	*	*	$23,143	$29,560
Special	$26,828	$35,828	$22,505	$26,372	*	*	*	*
Overall	**$24,831**	**$30,875**	**$24,029**	**$30,912**	**$29,293**	**$41,382**	**$23,568**	**$29,936**

* No current salary figures were reported in these categories

which, if any, might libraries expect difficulty in finding qualified applicants?

Finally, the survey sought data detailing recent position openings, as well as evidence about the ability of libraries to fill those positions. In other words, it asked: How well have staffing needs been met in the recent past, and, based on this experience, how well might we expect to meet these needs in the future?

A total of 391 responses to the survey were received: 62 percent of the public, 44 percent of the academic, and 32 percent of the special libraries surveyed. The responding libraries employed a total of 3,414 librarians, with the term "librarian" defined by the survey as "a staff member whose work requires professional training and skill in library science." Of the 3,414 librarians, 3,102 or 90.9 percent of these were reported to be MLS holders.

The survey asked libraries to report numbers of bilingual, technical services, ethnic studies, and children's services librarians. Table 1 indicates that technical services librarians accounted for 15.3 percent of the librarians at responding libraries, with the heaviest concentration being in special libraries. However, this result may be slightly inflated; many "generalists" in one-person libraries appear to have labeled themselves as technical services librarians on the survey.

Table 1 also shows that 406 children's librarians worked for the respondents. Public libraries employed 98.8 percent of these, with the remainder reported as children's literature specialists by academic libraries. Children's librarians accounted for 19.3 percent of public librarians, and 11.9 percent of librarians overall.

Define "bilingual librarian"

Respondents reported very few ethnic studies librarians. However, the data might not account for all those actually specializing in this area. For some librarians, ethnic studies may be a part-time activity, and this may not have been reflected in the responses.

The survey defined "bilingual librarian" as "a librarian whose job description includes the requirement or preference for proficiency in one or more foreign languages." Several respondents commented that although they do not hire bilingual librarians as such, they prefer people with language skills and use this as a hiring criterion. One respondent wrote, for example, that "although we do not have specified bilingual positions, we do need librarians who are bilingual/bicultural in Spanish, Vietnamese, Cambodian, and Japanese."

Other comments indicated that librarians with bilingual skills frequently must use those skills whether or not they were originally hired—and whether or not they are paid—for them. One respondent wrote:

> As a librarian of Hispanic origin—also bilingual—I have never been required to speak/read Spanish in any of my pro-

Table 6
Salary Ranges Reported by Type of Opening

	Average Low Salaries	Average High Salaries	Minimum Low Salaries	Maximum High Salaries
Overall	$24,305	$28,359	$7,200	$80,000
Academic	$26,252	$32,326	$14,000	$80,000
Public	$23,568	$27,087	$10,380	$58,777
Special	$23,893	$26,534	$7,200	$49,920
Children's, All*	$22,613	$25,954	$13,932	$40,847
Librarians (unsp), All	$22,899	$26,296	$7,200	$48,864
Academic	$24,574	$26,057	$16,000	$43,680
Public	$22,322	$26,526	$15,855	$36,084
Special	$23,504	$25,853	$7,200	$48,864
Managers, Overall	$30,342	$35,405	$15,000	$80,000
Academic	$30,807	$39,694	$15,000	$80,000
Public	$31,725	$35,668	$15,000	$55,486
Special	$25,599	$28,014	$17,500	$45,000
Reference, Overall	$23,781	$27,697	$14,000	$54,080
Academic	$26,249	$31,862	$14,000	$54,080
Public	$22,451	$25,454	$15,672	$37,308
Special	$21,375	$23,625	$19,000	$36,000
Subject Specialists Overall	$24,667	$29,397	$17,500	$48,000
Academic	$24,331	$30,031	$17,500	$42,228
Public	$23,392	$24,961	$19,284	$35,328
Special	$25,773	$29,800	$19,000	$48,000
Technical Services, Overall	$24,831	$29,369	$15,000	$58,777
Academic	$25,302	$31,578	$15,000	$53,300
Public	$24,556	$27,981	$17,124	$58,777
Special	$24,225	$26,686	$19,000	$49,920

* All openings reported for children's services positions were at public libraries

Table 7
Openings Expected from 1987 to 1989 (in Full-Time Equivalents)

Type of Library	Probable New Openings 1987	1988	1989	Openings Due to Attrition 1987	1988	1989	Total Openings 1987	1988	1989
Academic	16.5	8.0	9.5	15.0	11.50	14.0	31.5	19.50	23.5
Public	53.0	56.5	64.5	140.0	105.75	161.5	193.0	162.25	226.0
Special	15.0	11.0	4.0	13.2	10.00	8.0	28.2	21.00	12.0
Total	**84.5**	**75.5**	**78.0**	**168.2**	**127.25**	**183.5**	**252.7**	**202.75**	**261.5**

fessional positions. However, my ability to speak and read Spanish has been a skill I have utilized in almost all of my places of employment.

Of those librarians reported as bilingual, 99 or 40.6 percent were hired for their ability to speak Spanish; 28 or 11.9 percent were employed for their ability to speak Chinese. A large number of bilingual librarians overall, 97 or 39.8 percent, speak languages that fall into the "other" category.

Table 2 shows that different types of libraries clearly have different needs for bilingual librarians. About 74 percent of the bilingual librarians reported by public libraries were Spanish-speaking, while academic and special libraries listed 63 percent and 78 percent of their bilingual librarians in the "other" category. "Other" languages named include French, German, Italian, Russian, Arabic, and Slavic languages.

Ethnic disparities

The results of the survey confirmed that minority librarians were underrepresented in California. Table 3 shows the number of minority librarians reported by responding libraries, and compares these numbers to figures from the 1980 U.S. Census and to recent projections of the proportions of ethnic populations expected by the year 2000. The most striking disparities are between the proportions of Hispanics and blacks in librarianship and in the population of the state at large. Asian-Americans are the only ethnic group that does not appear to be underrepresented.

"Although the recruitment project had been initiated more with quality than quantity issues in mind, CSL was aware of the importance of data to support any recruitment effort"

In response to the most detailed question on the survey, libraries listed the positions for which they had actively recruited librarians between January 1984 and mid-1986. This data helped identify the types and patterns of positions open most frequently in the recent past. Because the survey asked about the number of qualified applicants for each position, responses also indicated the size of the applicant pool in California for various specializations.

For children's and technical services, one indicator of greater need was in the reported number of qualified applicants per job opening. The average number of qualified applicants per position for children's librarian positions was seven, and for technical services positions at public libraries was six. In comparison, in academic libraries, where the average number of qualified applicants for all types of positions was 19, the average for technical services positions was 18. The overall average number of applicants for all types of positions was 11.

Numbers of openings reported by respondents, broken down by position type, are shown in Table 4. Of the openings reported, 13.7 percent were for children's librarians and 9.9 percent for technical services librarians. However, these figures may understate needs, because a substantial proportion of openings—25.1 percent—were reported as for "librarians" with no indication of specialization.

Money, always money

The survey also collected salary information, asking for current salary ranges for specializations and for salary ranges offered with the job openings of the last three years. Current salary range figures, as reported for bilingual, technical services, ethnic studies, and children's librarians, are shown in Table 5. Salary ranges reported for recent job openings are listed in Table 6, showing minimum, average, and maximum figures reported for various types of openings.

Library directors were asked to predict their staffing needs for librarians over the next few years. Table 7 indicates that responding libraries expected to have 75 to 85 new positions per year through 1989. Expected openings due to attrition are also shown, along with the total number of jobs expected to open.

In asking about expected openings, the survey focused on specializations with which the recruitment project had been most concerned. Table 8 shows a slight drop in the expected number of new positions for technical services librarians from 1987 to 1989, while the new positions expected for children's librarians go up in 1989. For technical services positions, Table 9 shows that about the same number of openings due to attrition as new openings are expected each year. But for children's librarians positions, the number of openings due to attrition expected in each year is two to three times the number of new openings expected. Anticipated openings for children's librarians accounted for an average of 29 percent of the total expected open-

Table 8
New Openings Expected Per Year from 1987 to 1989 by Specialization (in Full-Time Equivalents)

	Bilingual	Techni-Srvcs	Ethnic Studies	Children's Srvcs	Other	Total
1987:						
Academic	3.0	6.75	0	1.0	5.75	16.5
Public	12.0	5.50	0	18.5	17.00	53.0
Special	0.0	10.00	0	0.0	5.00	15.0
Total	**15.0**	**22.25**	**0**	**19.5**	**27.75**	**84.5**
1988:						
Academic	2.0	2.00	0	0.0	4.00	8.0
Public	14.0	11.50	0	20.0	11.00	56.5
Special	1.0	5.00	0	0.0	5.00	11.0
Total	**17.0**	**18.50**	**0**	**20.0**	**20.00**	**75.5**
1989:						
Academic	3.5	3.0	0	1.0	2.00	9.5
Public	13.0	11.00	0	28.5	12.00	64.5
Special	0.0	2.00	0	0.0	2.00	4.0
Total	**16.5**	**16.00**	**0**	**29.5**	**16.00**	**78.0**

ings, and those for technical services accounted for 18 percent of those expected.

Wishful recruitment

Library directors were also asked to indicate the numbers of new positions they would like to offer, given no budgetary or other similar constraints. The resulting data suggest the number of new positions desired by library directors to provide optimum levels of service. Resulting data indicate that library directors generally thought they needed two to three times as many new positions as they were likely to get.

Respondents were also asked to anticipate shortages of qualified applicants for openings other than those for specializations identified elsewhere in the survey. About 24 percent of respondents did expect such shortages, with the most frequently mentioned areas being automation and telecommunications. Subject specialists in science, engineering, business, and law were feared to be in short supply, as well.

Focusing our efforts

The survey data pinpointed areas where recruitment efforts should be focused. The highest priority was given to the recruitment of black and Hispanic librarians. It may well be that the existence of greater opportunity for minorities in other, higher-status and higher-salaried professions—law, business, and medicine, for example—has exacerbated the problem of low minority representation in the library field.

We must promote the profession to these groups, to help counter the ethnic brain drain that Lorene Brown found in her study, "A Crisis in Librarianship" which demonstrated a 40 percent decline in the number of minority library school graduates between 1979 and 1984.[2] Brown's data, however, provides no breakdown by state. The data collected by the CLSRP survey can be used as a baseline against which to measure progress within the state in the critical area of minority recruitment.

The survey data revealed the extent of the demand for children's librarians in California, and the need to effectively recruit and train these librarians who often represent a library client's first introduction to library services. The data also did not appear to substantiate the often-heard claim that children's librarians have lower salaries than other types of librarians. Salary figures reported for children's librarians were not significantly different from those of other public librarians.

Give 'em what they want (and need)

The results from the survey provided information that recruits want, and that librarian recruiters can give. The second phase of the Recruitment Project called for the publication of a handbook detailing recruitment techniques and a series of regional workshops to train at least 50 librarians in the recruitment process.

A recruitment effort can help the information profession acquire a positive and realistic identity among college students and the people who work with them. It may also help shake the inaccurate stereotypes that plague our field. This regional approach will facilitate communication between recruiter and recruit, as well as enable a quick response to any changes in local recruitment needs.

On the national level, awareness of the importance of recruitment within the American Library Association has been very helpful to the California effort. The ALA Office for Library Personnel Resources supplied background research and materials, and continues to provide support by acting as a clearinghouse for recruitment information and materials. ALA's continuing work in this area can provide an important source of assistance to other regional recruitment efforts.

CLSRP has managed to assemble several pieces into a cohesive whole. The survey results validated the need to target particular groups for specialized areas of practice. Attractive brochures were developed that mirror a confident, forward-looking profession, and workshops were planned to help librarians themselves establish productive relationships with career counselors and others who are good sources of applicants.

This recruitment project became an opportunity to present accurate and timely information about the field, the variety of careers available within it, and the value of the MLS degree in pursuing those careers. Librarians, having first-hand knowledge of the field, are best equipped to recruit effectively. They can speak convincingly of the value of a library school degree and passionately of their work. The California Library School Recruitment Project tried to increase librarians' awareness of their recruitment role, and put a grass roots recruitment mechanism in place that can be most responsive to California's needs.

Table 9
Openings Expected Due to Attrition from 1987 Through 1989 by Specialization (in Full-Time Equivalents)

	Bilingual	Technl Srvcs	Ethnic Studies	Children's Srvcs	Other	Total
1987:						
Academic	3.0	4.0	0	1.00	7.0	15.00
Public	13.0	8.5	0	47.50	71.0	140.00
Special	2.0	5.2	0	0.00	6.0	13.20
Total	**18.0**	**17.7**	**0**	**48.50**	**84.0**	**168.20**
1988:						
Academic	2.0	5.0	0	1.00	3.5	11.50
Public	16.0	11.5	0	65.25	13.0	105.75
Special	2.0	8.0	0	0.00	0.0	10.00
Total	**20.0**	**24.5**	**0**	**66.25**	**16.5**	**127.25**
1989:						
Academic	1.0	8.0	0	0.00	5.0	14.00
Public	15.0	16.0	0	53.00	77.5	161.50
Special	1.0	4.0	0	0.00	3.0	8.00
Total	**17.0**	**28.0**	**0**	**53.00**	**85.5**	**183.50**

References

1. Berry, John. "The Next Shortage of Librarians," *LJ*, Oct. 15, 1986, p. 4.
2. Brown, Lorene B., "A Crisis In Librarianship: The Decline in the Number of Minorities Entering the Profession Since 1979," paper presented at the meeting of the Black Caucus of the American Library Association, ALA Midwinter Meeting, Chicago, January 19, 1986.